

One-Stop Boards Set for 65 Cities By Early 1967

Chairman John W. Macy, Jr., of the U.S. Civil Service Commission has asked Federal managers throughout the country to support the Federal staffing plan announced recently by President Johnson.

The plan announced by the President calls for the complete up-dating of the civil service system of staffing and placement for all wage-board positions and most positions in the classified service. More than 1,600,000 persons are employed in these categories. The plan is designed to simplify, expedite, and make more realistic the entire approach to staffing in the Federal service.

"We are faced immediately with the significant and difficult task of implementation," Chairman Macy told the heads of executive branch departments and agencies. "I would appreciate it if you would express to your line managers, both at headquarters and in the field, your support of the program and ask for their full cooperation in its implementation," he added.

"The new plan reflects our determination to design a system for staffing the Federal service, using procedures that are more responsive to the needs of the people and more responsive to the changing role of Government," Chairman Macy said.

As a first step, more than 600 Boards of U.S. Civil Service Examiners, excluding Postal Boards, will be consolidated into a much smaller number of Interagency Boards, each strategically located in principal metropolitan centers throughout the country. At least one Interagency Board will be set up in every State.

Each of the new boards will have a job information center in which a citizen can obtain complete information on all job opportunities in that area.

Expressing his approval of the concept, the President told Chairman Macy: "This is an excellent beginning. Eventually there should be a central information office in every major metropolitan area where citizens can get information, not only about Federal job opportunities, but about all functions of the Federal Government."

A given Interagency Board will consist of key Federal executives

in each area, serving as a board of directors for planning and directing the full recruiting and examining programs for all agencies in that area. The full-time staff, including the Executive Officer of each board, will be employees of the Civil Service Commission, financed by an equitable interagency funding arrangement.

Chairman Macy listed the following functions that will be carried out by the Interagency Boards:

1. Each board will have major responsibilities for recruiting, examining, and certifying eligible candidates to agency appointing officers. The primary concern will be the filling of all wage-board positions and all positions in grades GS-1 through GS-15 of the classified service.

2. Each board will provide one-stop job information service.

3. Board officials will interpret and explain Federal manpower needs to private citizens, educators, and organizations concerned with the job-readiness training of disadvantaged citizens, and will seek to obtain the maximum participation of these individuals and groups in the staffing of Federal activities.

4. Large-scale examinations will be prepared and announced by the Civil Service Commission. After machine scoring, test results will be turned over to the boards for rating of education and experience, establishment of registers of eligibles, and certification of eligibles for appointment. Tests of less than national coverage will be announced and conducted by the boards.

5. Eventually, it is hoped that the boards will play a key role in the interagency placement of Federal employees, thus strengthening promotion opportunities for career employees.

6. There is also hope that the boards will contribute to the Commission's personnel research program by providing data and serving as a source of experimental efforts to find better ways to evaluate employee experience and education.

It is estimated that the first group of Interagency Boards will become operational by July 1, 1966, and the remainder by January 1, 1967, Mr. Macy said.

Chairman Macy emphasized that no change is being made in the nearly 1,000 places throughout the country where examination facilities are maintained to permit job candidates to take a written civil-service test within a reasonable distance from their homes.

The Commission said that no Federal employee currently engaged in work on a Board of Examiners will be adversely

affected by this consolidation program.

Locations of the boards:
Alabama—Huntsville, Mobile. Alaska—Anchorage. Arizona—Phoenix. Arkansas—Little Rock. California—Los Angeles, Sacramento, San Bernardino, San Diego, San Francisco. Colorado—Denver. Connecticut—Hartford. Delaware—Wilmington. District of Columbia—Washington. Florida—Orlando. Georgia—Atlanta, Macon. Hawaii—Honolulu. Idaho—Boise. Illinois—Chicago. Indiana—Indianapolis.

Iowa—Des Moines. Kansas—Wichita. Kentucky—Louisville. Louisiana—New Orleans. Maine—Augusta. Maryland—Baltimore. Massachusetts—Boston. Michigan—Detroit. Minnesota—Minneapolis-St. Paul. Mississippi—Jackson. Missouri—Kansas City, St. Louis. Montana—Great Falls. Nebraska—Omaha. Nevada—Reno. New Hampshire—Portsmouth. New Jersey—Newark. New Mexico—Albuquerque. New York—New York City, Syracuse. North Carolina—Raleigh. North Dakota—Fargo. Oklahoma—Oklahoma City. Oregon—Portland. Pennsylvania—Philadelphia, Pittsburgh. Puerto Rico and Virgin Islands—San Juan. Rhode Island—Providence. South Carolina—Charleston. South Dakota—Rapid City. Tennessee—Memphis. Texas—Dallas-Fort Worth, El Paso, Houston, San Antonio. Utah—Salt Lake City. Vermont—Burlington. Virginia—Norfolk-Newport News. Washington—Seattle. West Virginia—Charleston. Wisconsin—Milwaukee. Wyoming—Cheyenne.